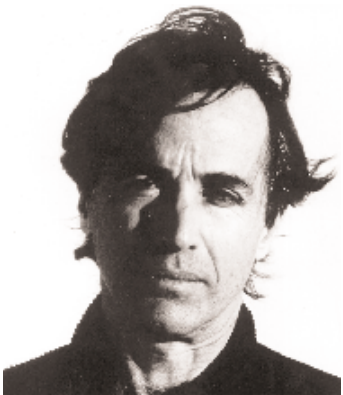


## Musician Ry Cooder to receive honorary degree

*Blues artist, Nobel laureate among Queen's honorary graduands*



Ry Cooder

A musician widely regarded as the finest blues guitarist of his generation will receive an honorary degree from Queen's at the Spring 2000 Convocation.

Ry Cooder, one of eight distinguished recipients, has been

an innovator in introducing non-Western music into the North American mainstream. His eclectic range of music encompasses rock and roll, blues, reggae, Tex-Mex, Hawaiian, Dixieland jazz, country, folk, R&B, gospel and vaudeville. He has recorded with such music legends as The Rolling Stones, Van Morrison and Neil Young, and has composed the score for many Hollywood films, notably *The Colour Purple*, *Deadman Walking*, *Primary Colours* and *Paris, Texas*. In 1994, Mr. Cooder won a Grammy Award for the Best World Music Recording.

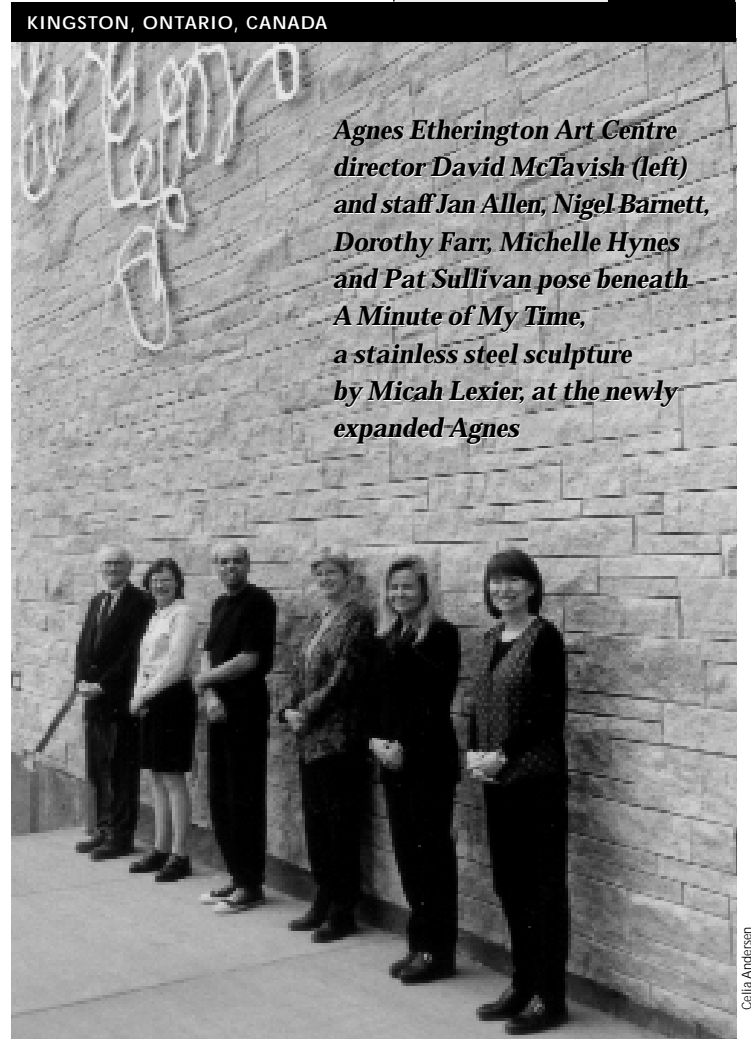
Candidates for Queen's honorary degrees are nominated on the basis of outstanding contri-

butions to the advancement of their field, to the community, society or Queen's University. The Honorary Degrees Committee selected the 53-year-old musician for an LLD mainly in recognition of his contribution to music and culture "in saving a generation of Cuban musicians from obscurity, and reintroducing an entire genre of Latin American music to the world." Many have by now heard the *Beuna Vista Social Club* CD or seen the movie.

Mr. Cooder will accept his degree on Thursday, June 1, at 9:30 am.

The other seven men and women who have accepted invi-

*Honorary Degree, page 2*



Agnes Etherington Art Centre director David McTavish (left) and staff Jan Allen, Nigel Barnett, Dorothy Farr, Michelle Hynes and Pat Sullivan pose beneath *A Minute of My Time*, a stainless steel sculpture by Micah Lexier, at the newly expanded Agnes

Celia Andersen

## Libraries acquire new information system

*Voyager takes off mid-December*

Queen's University Libraries has announced its purchase of the Voyager information management system from Endeavor Information Systems.

The new system will allow the libraries to keep pace with changing technologies, and to meet the changing needs of its academic and research library patrons, explains Paul Wiens, University Librarian.

"Voyager is designed for the library of the 21<sup>st</sup> century," he says. The new system will enable the introduction of a completely new web-based on-line catalogue, as well as the expansion of the university's digital collections. "Our goal is to make the library system an integrated part of the scholar's desktop, where collections can be easily searched within similar interfaces, and electronic resources readily retrieved," he says.

The new system is an important milestone in the library's goal of maintaining high standards of service and productivity while continuing to develop digital library initiatives, Mr. Wiens says.

"A broad and intensive search of the market has indi-

cated that Voyager offers the flexibility and range of functions that will provide the library with the best opportunity to integrate our traditional book collections with our expanding electronic resources. We are excited by the enhanced services that we will be able to offer current and future library users."

The decision is the result of extensive consultation and investigations by library staff and users at all levels, he notes.

**'Our goal is to make the library system an integrated part of the scholar's desktop'**

Acquisition and installation of hardware and software is expected to be completed by mid-December of this year.

The new system replaces the NOTIS library management system that the libraries have been using since May 1988. "In its heyday, NOTIS served the Libraries and its patrons well but, with the advent of the Web and a client-centered graphical

*Libraries, page 2*

## She's back! Expanded Agnes celebrates grand re-opening this weekend

*Faculty, staff and their families are especially invited to celebrate the reopening of the Agnes Etherington Art Centre this Sunday, May 7*

After a decade of planning and 18 months of construction, the expanded centre officially reopens its doors with a public ceremony at noon in front of the Art Centre, University Avenue at Queen's Crescent. From 1 to 5 pm there will be activities for the whole family, including demonstrations in the new André Bièler Studio, prize draws, fun activities for children such as clowns, mimes, face painting and refreshments. Free parking is available on all Queen's surface lots.

"The theme for this weekend's reopening celebrations is a Celebration of Art, but in reality we are celebrating so much more," says David McTavish, Director, Agnes Etherington Art Centre. "We are celebrating the legacy of Agnes Etherington, a woman who dedicated her life to the development of a vital Kingston art community. We are celebrating the donors that guarantee the ongoing prosperity of the art centre. We are celebrating the tireless volunteers who shape the personality of the art centre. And finally, we are celebrating the Kingston community and all

of you who come through our doors to attend seminars, view special exhibitions or just to pass some time."

The house, originally known as Windburn was built in 1879 by Agnes Etherington's parents,

**'We are celebrating the Kingston community and all who come through our doors'**

George and Agnes Richardson. In 1956, Mrs. Etherington bequeathed her house to Queen's University to be used as an art gallery. Muriel Richardson, Mrs. Etherington's sister-in-law, provided funds to renovate areas of the house into exhibition galleries. A \$175,000 gallery and teaching wing was built in 1962, and upgraded in 1975. Planning for the latest expansion began in 1996, and construction started in the summer of 1998, winding up this spring. The \$7.2-million expansion added 966 square metres, bringing the total floor space to 2,262 square metres. It also resulted in expanded vault space, better climate control,

lighting and security systems, and improved accessibility and visibility. Project architects were A.J. Diamond, Donald Schmitt and Company, Toronto, in collaboration with Shoalts and Zaback Architects, Kingston.

In addition, former Queen's Chancellor Agnes Benidickson, daughter of Mrs. Richardson and Mrs. Etherington's niece, has recreated the essence of the Etherington home, as it was more than 50 years ago. In preparation for the May opening, she has retrieved some of the original furnishings ensuring that draperies, furniture covers, paint and other aspects of the décor accurately reflect her memories.

Apart from the national collections in Ottawa, the Agnes is Ontario's third largest collection – behind only the Art Gallery of Ontario and the Royal Ontario Museum in Toronto. The permanent collection of about 13,000 works includes Modern Canadian art, Inuit carvings, African sculptures, masks and other artifacts, 16<sup>th</sup> and 17<sup>th</sup> Century European paintings, ornate silverware and historical gowns and costumes. □

*Unpacking a success, page 5*

**Honorary Degree**  
*continued from page 1*

tations to receive honorary degrees this spring are listed below.

Spring convocations are scheduled over two weeks, May 25-26 and June 1-2. Queen's Theological College convocation takes place Wednesday, May 10. Processions begin 15 minutes prior to the ceremony.

**Donna Sinclair (DD)**, a senior writer for the *United Church Observer*, the official newspaper of the United Church of Canada. One of the most respected writers in Canadian religious publishing, Ms. Sinclair has won numerous awards from the Associated Church Press and Canadian Church Press. Those acquainted with the *United Church Observer* know that she is committed to improving the lives of children and giving voice to the marginalized and disadvantaged at home and abroad. A gifted lay theologian, she has helped women reclaim their history by celebrating and honoring women's voices in her writing. She will accept her degree at the convocation of Queen's Theological College, Wednesday, May 10, in the evening.

**Charles Baillie (LLD)**, presi-



*Donna Sinclair*

dent and CEO of the Toronto-Dominion Bank, and a leader in the business community with a reputation for exceptional generosity and service to community organizations. Last year, he publicly took on the issue of Canada's health care, arguing strongly against the inequity of a multi-tier system. Under Mr. Baillie's leadership, the TD Bank last year became the second company in Canadian history to be awarded the prestigious Catalyst Award, which recognizes North American companies for outstanding achievement in the advancement of women in the workplace. Mr.



*Charles Baillie*

Baillie receives his degree at the School of Business convocation, Thursday, May 25, at 2 pm.

**Robert Mundell (LLD)**, Professor of Economics at Columbia University. Born in Kingston he attended KCVI, and gained his PhD at the Massachusetts Institute of Technology in 1956. Winner of the 1999 Nobel Prize in Economics, Professor Mundell has been an adviser to the Canadian government, as well as the United Nations, the IMF, the World Bank, the European Commission, governments in Latin America and Europe, the Federal Reserve Board and the US Treasury. The Nobel committee credited Professor Mundell with establishing "the foundation for the theory which dominates practical policy considerations of monetary and fiscal policy in open economies." Dr. Mundell receives his degree at the convocations of the School of Graduate Studies and Research, and the faculties of Health Sciences and Law, Friday, May 26, at 9:30 am.

**John A. Roth (DSc)**, President of Nortel Networks Corp., who has made an outstanding contribution to the Canadian telecommunications industry during a 30-year career with Nortel. He has steadfastly supported Canada



*John A. Roth*

having a key role in the global market for telecommunications equipment and is a member of the Canadian Prime Minister's Industry Advisory Board on Science and Technology. As knowledge has become a key element of economic development, he has widely supported the need to create and promote a science and technology culture in Canada. He receives his degree at the convocation of the Faculty of Applied Science, Friday, May 26, at 2 pm.

**Alanis Obomsawin (LLD)**, a First Nations artist, writer, director and producer in the forefront



*Alanis Obomsawin*

of Native filmmaking and the preservation of Aboriginal cultural heritage. She has had an acclaimed 25-year career with the National Film Board, and "played a leading role in the innovations and developments in making documentaries," raising awareness of both women's issues and those of the First Nations peoples. Ms. Obomsawin receives her degree at the convocation of the Faculty of Education, Thursday, June 1, at 2 pm.

**Martha Nussbaum (LLD)**, Professor of Ethics and Law in the Faculty of Law, University of Chicago. One of the most celebrated academics of her generation, she first established her reputation with a book on Greek moral thought, *The Fragility of Goodness: Luck and Ethics in Greek Tragedy and Philosophy*. The book examines "the fundamental ethical problem that many of the valued constituents of a well-lived life are vulnerable to factors outside a person's control, and asks how this affects our appraisal of persons and their lives." Her writings on moral themes have been hailed as groundbreaking by classicists and philosophers, as well as leading representatives



*Martha Nussbaum*

of other disciplines. Dr. Nussbaum receives her degree at the convocation of the Faculty of Arts and Science, Friday, June 2, at 9:30 pm.

**Duncan Sinclair (LLD)**, former Vice Principal (Health Services) and Dean of the Faculty of Medicine at Queen's and chair of the just-disbanded Health Services Restructuring Commission. Dr. Sinclair recognized early on that traditional funding of academic medical centres dependent on clinical billings was doomed to failure. His term as Dean saw the introduction of the Alternative Funding Plan in 1994 which is credited with preserving clinical service and increasing research accomplishments. Having served on numerous boards and advi-



*Duncan Sinclair*

sory committees, ranging from the Ontario Rabies Advisory Committee to the board of Kingston General Hospital and Hotel Dieu Hospital, Dr. Sinclair is now an Emeritus Professor of Physiology at Queen's. Dr. Sinclair receives his degree at the convocation of the Faculty of Arts and Science, Friday, June 2, at 2 pm. □ <http://advancement.queensu.ca/html/queensoday.html>

## Help Lines

Campus Security:  
**533-6111**

**Human Rights Office**

533-6886

*Irène Bujara, Director*  
*Sexual Harassment Advisory*  
*Anti-Racism Advisory*  
*Anti-Heterosexism Advisory*

**Sexual Harassment Complainant Advisors:**

Margot Coulter, Coordinator  
533-6629

Barbara Moore – Education  
533-6551

Millard Schumaker – Religion  
533-2106 \*74323

Chuck Vetere – Student  
Counselling

533-2893 \* 77978

**Anti-Racism**

**Complainant Advisors:**

Stephanie Simpson,  
Coordinator 533-6886

Audrey Kobayashi – Geography,  
533-3035

**Anti-Heterosexism**

**Complainant Advisors:**

Julie Darke, Coordinator  
533-6886

Eleanor MacDonald, Politics  
533-6631

**Associate Secretary**

**of the University**

*Paul Arney 533-6495*

**Sexual Harassment**

**Respondent Advisors:**

Paul Banfield – Archives  
533-2378 \*74460

Mike Stefano – Purchasing  
533-2210 \*74232

**Anti-Racism**

**Respondent Advisor:**

Ellie Deir – Education  
533-6218 \*77673

**Internal Dispute Resolution**

**(Students & Staff):**

Paul Arney  
533-6495

PA1@post.queensu.ca

**University Advisors – Students:**

Janice Deakin –  
Physical and Health Education  
533-6601

Bill Gekoski – Psychology  
533-2891

Patrick Oosthuizen –  
Mechanical Engineering  
533-2573

Mel Wiebe – English  
533-2153

**University Advisors – Staff:**

Jane Baldwin – Surgery  
533-6302

Brenda Barker –  
Industrial Relations Centre  
533-6628

Kathy Beers – Student Affairs  
533-6944 \*74022

Nancy Dorrance – ITS  
533-2017

Larry Pattison – Physical Plant  
533-6697 \*77982

Gary Racine – Telecommunications  
533-2233

**Freedom of Information**

**and Privacy Protection**

Don Richan 533-2378

**Employee Assistance Program**

**1 800 387-4765**

**University Chaplain:**

Brian Yealland  
533-2186

**Rector**

Mike Kealy  
533-2733

**Student Counselling Service**

533-2893

*\*Internal number may be  
accessed from a touch-tone  
phone off-campus by dialling  
533-6000 + extension number.*

## Queen's Gazette

*Editor: Mary Anne Beaudette*  
*Editorial Assistant: Celia R. Andersen*  
*Director: Richard P. Seres*  
*Design: Graphic Design Services*

The *Gazette* is published fortnightly (except during the summer) by the Department of Marketing and Communications 107 Fleming Hall, Queen's University, Kingston, Ontario K7L 3N6

Submissions are welcome, but the *Gazette* reserves the right to edit and print contributions as space and staff time permit.

**ENQUIRIES**

Tel 533-6000 ext 74498

Fax 533-6652

E-mail [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

**DEADLINES**

Deadline date Publishing date

9 May

15 May

6 June

12 June

**QUEEN'S TODAY**

**HOMEPAGE** [www.advancement.queensu.ca/html/qttoday.htm](http://www.advancement.queensu.ca/html/qttoday.htm)

ISSN 0319-2725

**Libraries**

*continued from page 1*

computing environment, the limitations of this legacy system have become an insurmountable barrier to enabling information delivery to the scholar's desktop," Mr. Wiens says.

A strong North American presence, Endeavor has more than 650 academic customers, a sizeable Association of Research Libraries (ARL) customer base, and extensive experience in converting NOTIS sites (including Canadian NOTIS sites). Queen's

University Libraries is the 26th member of ARL to purchase the Voyager System. ARL consists of the 111 largest academic research libraries in North America. Voyager is marketed exclusively to academic libraries and all development efforts are directed toward the present and future needs of learning, teaching, and research in the academic environment. □

<http://www.endinfosys.com/>

# Anatomy of a Campaign: What, when, by whom and how?

BY NANCY DORRANCE

The year is 1997. The place: Queen's Department of Development offices in Summerhill. Plans are being drafted for the university's upcoming capital campaign. The all-important issue of "why" (covered in last week's *Gazette* article) has already been resolved. Now the questions to be answered are: What needs to be done, in what order, by whom, and how?

Planning a capital campaign is a complex process requiring co-ordination, commitment, and co-operation, says Ray Satterthwaite, Queen's Director of Faculty Development and Major Gifts. Although no two institutions have exactly the same fund-raising structure or organization, certain common elements may be found in all successful campaigns, he notes.

"The first step is to do an analysis of senior donors (people who have given strong support in the past) to determine what they believe the university needs, and how they respond to its vision and goals. They are also asked, confidentially, by the consultants conducting the study, how much they would anticipate donating. This information is used to determine an initial estimate for a financial goal."

Once the consultants' study has been completed, the governing body (at Queen's, the Board of Trustees) must make decisions about the scope and direction of the campaign. At the same time, Mr. Satterthwaite continues, the institution itself goes through some soul-searching. "Each unit is asked to create a 'wish list' that relates directly to the priorities identified. That process is very important, because when we go out to donors, we need to be able to tell them that hard choices have been made by departments regarding the projects designated for campaign support."



This year's Chernoff Scholars pose with donor Michael Chernoff, a major donor to student aid at Queen's. Student assistance is a major priority of the Campaign for Queen's.

Deciding when to "go public" with a campaign is a major challenge, says Mr. Satterthwaite. Some institutions wait until a certain amount of money, or percentage of the campaign goal, has been raised, creating a momentum for further giving, while others base their decision solely on a consultant's advice. There are no "standard rules" for the public launch, he adds. Each situation must be assessed individually.

At Queen's, the Campaign has progressed in three distinct phases. These include the "Advance Phase" from Jan. 1, 1996 to Dec. 31, 1998; the Quiet Phase, which is currently under way and began Jan. 1, 1999; and the Public Phase, to be

launched on the weekend of the Board of Trustees' fall meeting, in October 2000. The Campus Community Campaign, which ran from January to October 1999, was a crucial part of the Quiet Phase. With \$29.6 million pledged by university staff, faculty, students, retirees and the Board of Trustees, it sends a powerful signal to external donors that "Queen's supports Queen's," says Mr. Satterthwaite.

Now poised to move into the final, public phase of the Campaign, all the resources of the Department of Development, with assistance from associated areas of Advancement and a highly motivated corps of volunteers, are focused on the critical two years ahead. Among the key players in this process are relatively new members of the campus community: Faculty Development officers, or FDOs.

One of the most noticeable changes in the university's Development structure recently has been a move towards decentralization, notes Mr. Satterthwaite. "After the past several successful campaigns, there's been a new sense that departments should be more involved in the process. Development Officers help to establish a partnership that will continue after the campaign ends." Far from the traditional notion of fundraising bake sales or mass mailings, their focus is on cultivating long-lasting relationships with major donors, some of whom will contribute multi-million-dollar gifts.

Supporting the development officers when they "go on the road" are two other important components of a capital campaign: the people who create the information base of campaign projects and priorities; and the research team, who find and screen potential donors, providing

background details to FDOs, which will assist in planning their solicitations.

The campaign process can be summarized fairly succinctly, the director says. "Two things need to happen first: the university must determine how much it thinks can be raised, and then how much is needed. Those figures are put together, and the rest of the process unfolds. A team begins creating communications materials; a staff (some of whom are temporary) is assembled; and a strategic plan developed, mapping out a sequence of events.

"Now we're putting that plan into action."

Second of two parts. □

## Key components of a capital campaign

- 1 Support and time commitments from all key groups
- 2 An organization with a clear image of itself and a strategic plan for its growth and improvement
- 3 Objectives based on important and legitimate institutional plans, goals, budgets, and needs
- 4 A compelling case for support, always presented in a written document and, in larger, more complex campaigns, in additional support materials
- 5 A market survey addressing internal and external preparedness
- 6 Leadership enlisted and educated
- 7 Major donors ready and able to give substantial lead gifts before any public announcement of the campaign

— From *Conducting a Successful Capital Campaign* by Kent E. Dove □

## Plugged In

A monthly column of issues and pointers on technology

### Removing SPAM from the university menu

BY NANCY DORRANCE

Using some recently developed tools, and with the cooperation of other institutions, ITS manager Andy Hooper and his Network Services team are beginning to get a lid on "spam" at Queen's. (Named after the canned luncheon meat made famous in World War Two, spam is today's Internet jargon for unsolicited advertising e-mail.)

The new spam-blocking software was installed on the student QLINK server April 11, and on the Post server April 12. By April 14, more than 2,400 (out of 205,751) QLINK messages had been blocked, and 3,884 (out of 77,063) messages blocked on Post. Mr. Hooper says he considers this a successful beginning. "Some significant junk mail is still getting through, but we have certainly made a dent in it. And now we have a much better mechanism to deal with spam, by providing the source details to this new mail abuse system."

Because of weaknesses in the mail systems of other organizations, however,

some "legitimate" mail is also being blocked, he continues. However, when the system administrators of these organizations were informed, and directed to the webpage explaining how to correct the problem, they accepted the need to make the required changes.

"Now that we have links to the reference lists at Mail-Abuse.org (the Mail Abuse Prevention System), we can use their reporting mechanisms to actually achieve some effect on advertising mail, and help other organizations in the process," notes Mr. Hooper. "Our past attempts at sending complaints to Internet service providers never achieved any observable effect."

He emphasizes the fact that some users may feel - wrongly - that they have been singled out to receive what is sometimes very offensive mail, or that they have somehow precipitated it. "This can be extremely upsetting, and it's important that victims do not blame themselves," he says.

To understand how spam originates, as well as how Queen's is dealing with it,

check these webpages:  
[www.its.queensu.ca/network/spam.html](http://www.its.queensu.ca/network/spam.html)  
[www.mail-abuse.org/](http://www.mail-abuse.org/)

### COGECO@HOME subscribers, take note

Are you a Queen's subscriber to COGECO@Home, receiving high-speed access to the Internet and the university's computer backbone, as well as multimedia content, from your home computer? If so, you should know that, as a result of new CRTC rulings, this affinity program has recently changed.

First, the not-so-good news. Effective April 1, 2000, all new subscribers (including Queen's faculty, staff and students) are being charged the standard COGECO Internet service pricing structure, of \$39.95 a month for those who subscribe to Cable TV, and \$49.95 a month for those who don't.

Now for the good news: existing subscribers will stay on the old billing struc-

ture of \$29.95 a month until September 2001. And here's even better news for current Queen's student subscribers: they can pay just \$40 per month for both their COGECO@Home and cable TV all summer, if they keep both connections in their current residence. (Faculty and staff are not eligible for the summer program.)

Queen's and COGECO have maintained an affinity program since the spring of 1997, when Queen's became the first university in North America to go "online" using cable and a fibre-optic network supplied by COGECO. The company rewired the entire Kingston residential area for reliable two-way communications, and constructed a fibre-optic link to Queen's.

For further information on the COGECO@Home Affinity Program, contact Geoff LeBoldus in ITS at e-mail: [leboldug@post.queensu.ca](mailto:leboldug@post.queensu.ca) For more information on @Home, see COGECO's @Home webpage at: <http://www.cgocable.net/home/> □

# Remembering well-mannered protesters and willing volunteers

## Students highlight memories of Alison Morgan, retiring university secretary

BY MARY ANNE BEAUDETTE

When Alison Morgan retires from the University Secretary's position later this spring, she takes with her a mental album of memories from more than 20 years as a teacher and administrator, as well as fond recollections of her days as a Queen's commerce student.

"I think the best training for this job was to be a student here and elsewhere," she says. Learning to take notes in lectures helped prepare her for her role as the "voice" of university governance discussions over nearly two decades.

Secretary of Senate and Board of Trustees from 1985-88, university registrar from 1988-1995, and University Secretary since 1995, Ms. Morgan has taken part in 16 years' worth of university governance meetings – more than 200 in all. She will be taking notes for minutes of both Board and Senate for the last time later this month.

Ms. Morgan is reluctant to single out high points of her administrative career – "I find more interest in day-to-day things," she explains. She does mention the South African divestment debate in the mid-1980s as one of the more intense events in the history of governance at Queen's. Protesters broke up a Board of Trustees meeting – an unprecedented event in the history of the university. "That was a dramatic moment," she recalls. "There were open meetings, and people were very emotional."

But what sticks in her mind most is what the student protesters did afterwards. "There were a couple of students still in the Collins Room afterwards, and they helped us clean up," she says. Such thoughtfulness is typical of Queen's students, she says. "Even after they occupied the principal's office a few years ago, they asked for a vacuum cleaner to clean it up before they left." She laughs. "They've obviously been very well brought up."

Students are a big part of Ms. Morgan's memories of Queen's, from her childhood

recollection of the installation of her father, William Mackintosh, as Queen's principal in 1951, to her career teaching economics to first-year students.

Of the former, she says she remembers very little, "except students brought pigeons, which they let loose during the ceremony. And I had a new coat – my first that wasn't secondhand since the start of the Second World War!"

Her own student days at Queen's



Alison Morgan, retiring University Secretary: 'It's a bit of a cliché, but the best part of working here is the people'

began in the late 1950s, when she enrolled in Commerce. Of the 35 students who enrolled with her, only 11 made it to graduation, in 1961. "The course was not a popular choice at the time. Only mavericks enrolled in commerce," she laughs. As a student, being the principal's daughter was never an issue for her, she says. "You'd be surprised how many people had never heard of the principal!"

Ms. Morgan returned to Queen's in 1978 after marriage, children and several years abroad. Having lived and worked at Queen's, she has a longer view of the evolution of the university than most people. And what has changed most, and for the

better, are the students, she says.

"The amount of good that students do – that's really changed," she says. "My mother and her generation, they were the doers of good works in their day. But now, it's the students who do it. If you have something you need done, if you have to ask for volunteers, there they are."

While the physical structure of the university, including her former home, Summerhill, has undergone dramatic

changes over the years, it's the people that Ms. Morgan treasures most. "When I think about the best part of working here, it's working with the people. It's the big cliché, but it's true – you get to work with a lot of interesting people."

Will she miss going to work every day in a building named after her father? "You know, I don't even think about it," she says of Mackintosh-Corry Hall. "It's not the name of places, so much as it is the spaces I'm familiar with. When I was registrar and the university was considering Victoria School for our new offices, I was much more concerned that I'd end up in my Grade 4 classroom." □

## Bursary honours Morgan family connections with students

Students hold a special place in the heart of Alison Morgan, University Secretary. In honour of her retirement later this spring, her colleagues in the University Secretariat have set up a bursary named for Alison and her husband, Ieuan Morgan, who is retiring from the School of Business. The Alison and I.G. Morgan Bursary will be awarded to a student in any year of any program who is in financial need. "Over their long, distinguished careers at Queen's, Alison and Ieuan have both touched the hearts and minds of hundreds of our students. We thought that a bursary founded on friendship and generosity would continue this tradition," says Peggy Watkin, Assistant to the Secretary of the University.

The university community is invited to send their contributions to the Alison and I.G. Morgan Bursary, c/o the University Secretariat, B400 Mackintosh-Corry Hall, Queen's University. Cheques can be made out to Queen's University.

All members of the Queen's family are invited to share their memories with Ms. Morgan at a retirement reception in her honour next month, June 8, 11:30 am – 1:30 pm, in the Elspeth Baugh Room of Ban Righ Hall. □

## News Notes

### Ban Righ honours women

Sylvia Söderland of the English department and former art department head delivers the keynote address at this year's Ban Righ Foundation for Continuing University Education Awards Ceremony on May 11. The event takes place at the Agnes Etherington Art Centre Atrium from 2 to 3 pm. Light refreshments will follow at the Ban Righ Centre, 32 Queen's Cres. This year, 12 students will be honoured. The ceremony also features the presentation of an award-winning painting by the Organization of Kingston Women Artists, donated to the Ban Righ Centre by artist Terry Winik. Those attending should RSVP to Karen Knight at 533-2976 or email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca).

### Concrete canoes vie for national title

Skill as well as speed will be the order of the day as Queen's Concrete Canoe Team competes in the National Concrete Canoe Championships in Kingston this weekend,

May 5 and 6. Racing takes place at the Kingston Rowing Club (Emily Martin Park) 10 am to 5 pm on May 6. Spectators are welcome. Teams from Ontario, Quebec and the Maritimes vie for the national title and advance to the North American finals in Golden, Colo. Built completely of concrete, canoes weigh between 35 and 85 kilos and are 15-22 feet long. Queen's entry, Quixote, promises to be very competitive, organizers say.

### Public forum focuses on infertility

Recent developments in assisted reproduction, and psychological issues related to infertility will be among the topics highlighted at a free open public forum at Queen's May 17.

The evening program, Exciting Advances in Assisted Reproduction: How Did we Get Here? Where are we Going? will feature nationally recognized experts speaking on scientific advances that have created new opportunities for assisting those with infertility. As well, an expert

panel will review available options for infertile persons, ranging from adoption to the latest advances in in vitro techniques as well as current approaches to recurrent pregnancy loss (miscarriage). Psychological issues related to infertility and its therapy, and the perspective of those on the receiving end of infertility treatments, will also be addressed.

The forum takes place in the Biosciences Complex, Room 1101, Wednesday, May 17, 7 pm. Information: 613 533-2540. Email [cmemed@post.queensu.ca](mailto:cmemed@post.queensu.ca) or visit the Web site at <http://meds.queensu.ca/ce/publicforum.html>

### Access science with AccessScience

McGraw-Hill has launched its online version of the *McGraw-Hill Encyclopedia of Science & Technology*, called AccessScience, by offering free, four-week trials to the encyclopedia's website.

Queen's people can link and log in to the technology site on Queen's Libraries'

Databases on Trial webpage at: [http://stauffer.queensu.ca/db\\_access/dbtrials.htm](http://stauffer.queensu.ca/db_access/dbtrials.htm).

Comments are welcome and can be submitted on the form linked to the dbtrials webpage.

### Public conference highlights workfare, biotech

Urban restructuring, workfare and biotechnology are among the topics to be discussed at the Fifth Annual Great Lakes Graduate Conference in Political Economy, being held this year at Queen's. The event is free and open to the public, and takes place this Friday, May 5 through May 7 in Dunning Hall. This interdisciplinary forum provides graduate students with opportunity for critical discourse and exchange of ideas. For information, see their website:

<http://qsilver.queensu.ca/~glpec> □

# Four directions, many communities

*Queen's aboriginal student centre reaches out to native students of all ages*

BY CELIA R. ANDERSEN

Attracting more native students to Queen's is the main objective of Four Directions Aboriginal Student Centre staff – but not the only one.

"We don't beat the Four Directions drum all the time," says Tom Nerini, Admissions Liaison at Four Directions. "When I go into a school, I go there as a Queen's representative. I talk to any students interested in coming to Queen's." He travels about 10 weeks a year, visiting high school and junior high school students across Canada. "Primarily we focus on raising awareness among the aboriginal community in Ontario, but occasionally we have an opportunity to get our message out to a much broader audience."

Along with being a welcoming place for Kingston and the university community, the centre, at 76 Queen's Cres., has several initiatives on the go to raise Queen's profile internationally and nationally.



**'You have to build confidence, you have to build skills and this comes from living one's culture'**

In conjunction with the British Consulate and McGill University, Mr. Nerini will speak on the advantages of a Canadian education for international students to the National Association of College Admissions Counselors in November. The NACAC conference takes place in Washington, D.C., with an international audience from the U.S. and more than 25 countries. As an American who has worked in admissions for U.S. universities, Mr. Nerini has a unique perspective on the task. "This is a great chance for Queen's and other Canadian universities to get their names out there," he says. "People need to know just what a great deal Queen's is academically and financially."

"I do have a lot of flexibility with this presentation. Ultimately it will help prospective aboriginal students, as I will be able to share ideas with admissions people from other colleges and universities with a high aboriginal population."

Mr. Nerini also spoke on Queen's recruitment strategy for aboriginals at RETAIN 2000, an international Conference on the Recruitment and Retention of Indigenous Peoples in Higher Education in Prince George last month. Attendees included high school counselors and teachers, native band education counselors, admissions and student services people.

The key is to get aboriginal students to start thinking about post-secondary education early on, he says. "When you come from a first-generation household, no one's promoting post-secondary education. No one's pushing you to do your homework, or give you a reason to be successful in school. If these students start thinking about university in Grade 11, it's too late. They may not have made the right course choices earlier on. By comparison, other students have been thinking about it for years. For them, it's not whether or not I go to university, it's which one do I go to?"

"My first priority is to help that student get into post-secondary education. I ask

what's important to them – do they want to live in a big city. If Queen's doesn't fit, I suggest other places. In the long run, this promotes Queen's as a caring place."

For aboriginal students, it is essential to see them early and keep in touch, Mr. Nerini says. "I want those students in Grades 7 and 8. For most, their parents have not gone to university. I follow up a recruitment visit with a handwritten letter or postcard. If it's a younger child, I send a Queen's poster or a magnet."

Future recruitment plans include sending newsletters about Queen's to these students that would include study skills and test-taking tips they can use through high school, he says. "This gives them four years to think about post-secondary education, and send the message that 'Queen's wants me.' Then I follow with the prerequisites they need."

"There are so many things Queen's is doing for our culture," says Mr. Nerini. The Aboriginal Teacher Education Program run by Jackie Moore-Daigle at the Faculty of Education; the development of a comprehensive recruitment strategy; working with students to ensure they are successful, and, down the road; working with alumni to ensure they give something back, he notes.

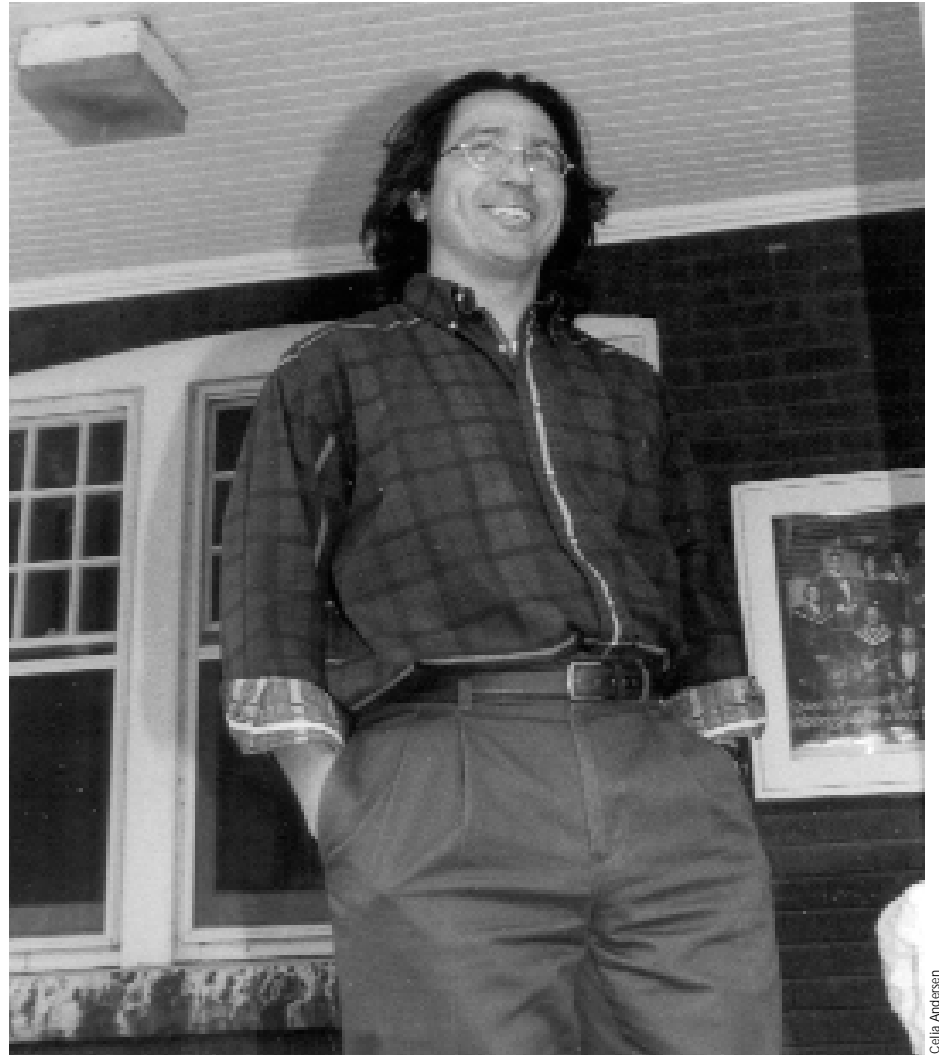
Queen's aboriginal admissions policy for Medicine and Law is another example, he says. "We've found the students we've tracked will be as or more successful than the general population with higher MCAT scores," he says. Native students bring a holistic perspective to medicine – less surgery and more healing of the body, spirit and mind, he says. Similarly, aboriginal law is based on reconciliation as opposed to western law, which is on the crime/punishment model. "They bring a different perspective to their studies."

Locally, Four Directions is involved with a new initiative, designed to stem the native dropout rate in area high schools. The Algonquin Native Learning Centre is a joint effort of the Ardoch Algonquin First Nation and the Limestone District School Board, and will offer education alternatives to youths aged 14 to 20 so they may study independently toward their high school diploma or equivalent. For many natives, the transition from home to a regimented high school environment is not easy, explains Mr. Nerini. "There are expectations on both sides, students and teachers."

"You have to build confidence, you have to build skills and this comes from living one's culture," explains Bob Lovelace, Four Directions counselor and director.

The centre, which moves to 46 Barrie St. at the end of June, acts as a drop-in centre. It's a relaxed place for Queen's and Kingston community members to meet, says Mr. Nerini. All ages, backgrounds and ethnicities drop in, he says. There are computers upstairs that students may use – "it's something between an office and home." One non-aboriginal student who came in looking for information for his aboriginal girlfriend told him it was the most welcoming place he'd experienced in all his time at Queen's, he says.

The centre gets a few requests each year to do school presentations on native culture, says Mr. Lovelace. Many are from Grade 6 classes, which have a native com-



Tom Nerini, Admissions Liaison with the Four Directions Aboriginal Centre: Making contact with students early and often

ponent in the curriculum. "We're very happy to accommodate these requests,"

he says. "We're serving the community at large, and that's what we should do." □

## Storing and conserving art centre possessions – a creative accomplishment

BY NANCY DORRANCE

Imagine you had to put every item you own into storage for two years, while major renovations were being done on your home. Now imagine your possessions totalled 13,000 – some of them priceless, many of them fragile – and you can begin to perceive the challenge facing Agnes Etherington Art Centre curator Dorothy Farr in 1998.

The Centre, which reopens officially this Saturday after a \$7.2 million expansion, will have some of its most significant pieces on display, with the remainder of the permanent collection stored safely in new, climate controlled vaults. Arriving at this happy ending has been an epic accomplishment in itself.

Acknowledging that she's had time for very little else over the last two years, Ms. Farr says she is pleased the exercise proved so successful, and attributes much of that to her expert packing crew. Artists and art conservators, they were "very inventive problem solvers", one of whom worked out the logistics of loading the climate-controlled, 48-foot transport truck by first creating a masking-tape mockup on the wall.

Since no suitable storage space could be found in Kingston, the Centre arranged to rent space in a fine art warehouse near Ottawa, which was jointly owned by the Canadian Museums Association and The

Canadian Conservation Institute. Four truckloads of individually wrapped items – ranging from historic quilts and ancient paintings, to African sculpture, pressed glass, silverware, and poison tipped spears – were delivered throughout the winter of 1998. Not even the infamous January ice storm interfered with their schedule!

"By the time we had finished, the storage space in Gatineau was packed solid, floor to ceiling and back to front," says Ms. Farr. As part of the agreement with insurers, she was required to visit the site every three months and report that everything was still intact.

Then this past winter, the procedure had to be repeated, in reverse. And as with most moves, the unpacking took considerably less time than the packing. Articles to be displayed at the Art Centre's re-opening exhibition had been marked with color-coded stickers and stored near the front of the warehouse, so they could be unloaded first.

"Everything has proceeded pretty much as planned: it's quite remarkable," says the curator, noting there were only four minor mishaps in the entire move, most of them broken glass. And now that the permanent collection is home again, she looks forward to "at least 20 years" before any major moves will be required again. □



# Aid for the shade

## Urban Forest Plan offers remedy to ailing campus trees

BY REBECCA SPAULDING

Queen's Grounds staff and the Campus Planning and Development department are joining efforts to revitalize the trees on campus.

They're doing it with the assistance of the university's recently completed Urban Forest Plan, which guides the maintenance and development of the campus forest.

The devastation caused by the 1998 ice storm raised concern for the well-being of the university's urban forest as a whole. The question of how best to replace the 121 trees lost during the storm prompted the completion of the Urban Forest Plan ahead of its parent study, the larger Grounds Revitalization Plan, of which it was to have been a sub-report, explains Jeanne Ma, Director of Campus Planning and Development.

An assessment by a professional arborist has identified poor growing conditions, inadequate regular maintenance and inappropriate planting design as contributing factors in the weakened and declining state of the trees at Queen's.

"The Queen's campus is currently a hostile environment for healthy tree growth," says Ms. Ma, primary consultant and author of the Urban Forest Plan.

Inadequate planning in the past has left the university with a legacy of ailing trees planted in conflict with traffic patterns, and planted too close to buildings, underground utilities and paved areas. As well, planting of trees in restrictive planters has severely limited normal root expansion, robbing the trees of their capability to absorb sufficient nutrients for healthy growth, and causing premature death.

The university's grounds crew feels fortunate that they now have the Urban Forest Plan to guide them. Small in number, the grounds crew has an enormous mandate that includes the maintenance of all university lawns, gardens, flower beds, hedges and trees, hard landscaping including walkways and patios, the Queen's Arboretum, and snow removal.

Last summer, the grounds crew and Campus Planning and Development worked together to redevelop the Deacon Street space between the Biosciences Complex, Abramsky Hall and the Catarqui Building. Using the plan as a guide, this landscape project involved careful consideration of the pedestrian flow and long-term well being of the trees to be planted.

"For example, the irregular spacing of the trees reflects an informal, naturalistic environment which also accommodates

building entrances and driveways," Ms. Ma says. The trees selected – honey locust, katsura and hackberry – are all hardy and attractive species that do well in urban environments. Underplantings of daylily and spirea, also iron-hardy, offer colourful blooms during late spring and summer as well as attractive foliage in non-blooming times.

The university does not have sufficient funds to carry out a consistent program of pruning, cabling, fertilizing, watering, insect and disease control. Despite this, says Howard Pearce, Manager of Parking and Grounds, "We are taking every opportunity to put in place the planning and maintenance programs outlined in the Queen's Urban Forest Plan, fitting what we can into the current grounds budget, and more as resources become available."

Campus Planning and Development is now working on the Grounds Revitalization Plan, Ms. Ma notes. "It will set the Urban Forest Plan into a larger context of campus grounds improvement and provide further guidance on pedestrian accommodation, campus beautification and making the campus a healthy environment for vigorous plant growth." □

## Planting for the future

The university community will see an important component of Queen's Urban Forest Plan put into action over the coming months. By this summer, ice-storm-ravaged trees along Union Street between Albert and Barrie Streets will be replaced by red maple and ginkgo trees. Both are hardy, long-life trees that do well planted in conjunction with hard surfaces. "They handle salt and sand very well, and the roots won't heave sidewalks or roads," explains Howard Pearce, manager of parking and grounds.

The plan will see changes in two other areas of campus as well. Diseased spruce trees on the south side of Benidickson field will be replaced with a grove of locust and ginkgo trees. As well, a congested planting of black spruce between Ontario and Grant Halls will be selectively thinned. Removing those trees in poorest condition allows the remaining trees healthier growth, Mr. Pearce says.

The Urban Forest Plan is available through Campus Planning and Development, and will be on the web later this month. For information please call Howard Pearce, at ext. 77491, or email pearceh@post.queensu.ca. □



Trees vs traffic: Planting trees too close to paved areas can result in restricted root growth, ultimately shortening the tree's lifespan

## Keeping trees healthy: How you can help

The campus community can provide significant assistance to improving the health of the university's trees by doing two simple things: First, use only the paved paths when travelling around the campus.

"Tempting as it is to take short cuts, one of the most destructive features of the campus today is the network of informal 'cow paths' randomly created by pedestrians, cyclists and motorists travelling off the designated pathways and inadvertently over the soil around tree roots," says Ms. Ma. Trespassing traffic compacts

the soil around the root zone, reducing and often eliminating the air spaces between the soil particles that are vital for the easy movement of moisture, nutrients, and gases through the root systems.

Second, cyclists should use bike racks only for parking and locking their bicycles. Bicycles cause a surprising amount of harm to the university's trees. The arborist study links the current impaired health of many campus trees to trunk injury done over approximately 15 years by bicycles parked against them and their tree guards. □



Trees suffer when they are used as bicycle racks, study shows

## Res Express expands students' meal options

BY CELIA R. ANDERSEN

Got the munchies? Cafeteria closed? Never fear – Rez Express is here.

The concept – and the catchy name – came from a Queen's University Food Services management brainstorming session, says Wilson Loh, Food Services marketing manager. Located on the street level of Victoria Hall on Queen's Crescent, Rez Express opened April 5, and is already a popular fixture.

A food service survey in 1997-98 showed students and staff wanted more flexibility with the residence meal plan, and longer service hours, especially in the evenings, Mr. Loh says. "Rez Express is not a convenience store; it's a retail food service outlet, and operates primarily to provide additional service to students and staff on campus."

It contains a Subway sandwich outlet and a hotdog station. It also offers hot nachos, takeout and ready-made sandwiches, baked goods and a line of other essential student sundries.

Hours during term time are Monday - Thursday 10 am to 1 am, Fridays 10 am to 1:30 am, Saturdays 2 pm to 1:30 am and Sundays 2 pm to 1 am. "Our biggest sales have come after 10 pm, after the students

have been studying or out partying," says Fernando Tavares, Queen's food services general manager.

Food services refers to this high evening demand as the "Fourth Meal Time," says Mr. Loh. There was a growing demand to restructure the residence All-You-Can-Eat meal plan to include an option to buy food in other food services retail facilities. They also noted that students increasingly wanted fresh, made-to-order healthy food options. To respond to the demand, Mr. Tavares and his management team, along with Food and Beverages and Residences, introduced Flex Dollars to the meal plan and created Rez Express.

Summer hours are 11 am to 6 pm and took effect April 29. Depending on demand during conference season, these times will be flexible, Mr. Loh says.

To meet the demands of growing student enrolment over the next few years, food services sees the residence meal plan moving to fewer mandatory meals per week and more of a flex system such as what is offered through Rez Express, Mr. Loh says. □

## Report highlights Kingston connection

Queen's University's first report to the Kingston community hits the newsstands next weekend. *Queen's: Your Community Campus* will appear as an insert in the Saturday, May 6 issue of *The Whig-Standard*. To appear semi-annually, *Queen's: Your Community Campus* highlights the university's evolving relationship with the Kingston community, and celebrates the achievements of the many Kingston and area residents who have made the Queen's experience part of their lives. The inaugural report, which focuses on Queen's as a learning resource for people of all ages, reflects the university's ongoing strategy to build stronger links with the Kingston community. The next report will appear this fall. □



## Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, May 9, 2000 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queen's employees with Internal Status ONLY unless the position specifically invites External applications.

*Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.*

## Appointments

Systems/Technical Specialist 2000-16  
Advancement Technical Services

### Meg Puffer

Manager, Faculty Administration  
2000-21

Faculty of Arts and Science

### Tom Pincivero

## Staff Vacancies

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 - 9, you will notice we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at [www.hr.queensu.ca](http://www.hr.queensu.ca).

Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

\*If you wish to be considered for the following position apply in writing to Patti Evaristo in Human Resources.

### Computing Systems Technologist 2000-34

#### Department of Civil Engineering

This is a term appointment working 100% time until April 30, 2001.

**Major Responsibilities:** report to the Technical Supervisor; administer the day-to-day operations of a 100+ node computer network including the semi-public computing site, various PC's and workstations, the network servers and special graphics producing equipment; ensure that the computers, workstations and peripheral equipment are in good working order and have current department and faculty supported software including special software used in Civil Engineering course work; act as the webmaster; provide technical support and advice to faculty, staff and students on all computing matters to support the teaching, research and administrative functions of the department; assist users in purchasing equipment, installing software and solving routine software problems; represent departmental interests as the Departmental Computing Representative.

**Requirements:** successful completion of a three-year program in Computing Systems Technology with a least two years of relevant work experience; extensive knowledge of the hardware and software used in microcomputer systems

and workstations; strong background in troubleshooting and maintenance of computing systems and operating system software; thorough knowledge of computer peripherals and interfacing techniques; experience in web page design; must be completely conversant with WINDOWS/NT, UNIX/AIX and LINUX operating software to administer networked systems and the departmental web pages; proficiency in a major programming language (e.g. Java, C, Pascal, Fortran); working knowledge of common Windows-based software (e.g. Microsoft Office); MCSE certification or willingness to complete this training (if required) is desirable; excellent interpersonal, communication and time-management skills; must be willing to become familiar with other engineering software used in Civil Engineering courses.

This position falls under the jurisdiction of C.U.P.E. Local 254.

**Tentative Hiring Range:** \$37,982 - \$44,819, 332 points

\*If you wish to be considered for the following position apply in writing to Pat Eaton in Human Resources.

### Departmental/Financial Assistant 2000-35

#### Stauffer Library (Administration Office)

This is a term appointment (maternity leave replacement) working 100% time from July 1, 2000 until Feb. 26, 2001.

**Major Responsibilities:** report to the Administrative Assistant; provide administrative support to the Business Officer in addition to support for the daily operation of Administrative Services (administer departmental accounts, prepare financial spreadsheets, monthly reports and reconciliation of accounts, prepare bi-weekly casual payroll, maintain account files, process requisitions and purchase orders, reconcile daily cash activities and maintain various financial and statistical databases); perform secretarial and administrative duties including routine correspondence, minutes and reports; provide reception services and perform other administrative support duties.

**Requirements:** two-year program in Business Administration with emphasis on financial accounting and previous relevant experience in an office/service environment (or an equivalent combination of education and experience); sound knowledge of bookkeeping/accounting practices and the ability to synthesize and organize financial information; proficiency with a variety of computer software packages including Word, Excel and Access; excellent interpersonal skills for effective communication (verbal and written) with other staff, students and outside contacts; proven organizational and time management skills; ability to maintain focus in a varied and hectic work environment; good analytical and problem-solving skills; ability to work in a team-based organization; knowledge of university structure and financial/computer systems an asset.

**Minimum Hiring Salary:** \$29,324 Salary Grade 5 - ADMG5

### Student Advisor/Publications 2000-36

#### Ban Righ Foundation

*Supporting the mission of Queen's University, the Ban Righ Foundation's mandate is to facilitate the formal and informal continuing education of re-entry women students. Staff work as a team, report to the Director and to the Ban Righ Foundation Board as voting members.*

This is a continuing term appointment working approximately 25 hours per week over ten months each year, or the equivalent of 60% time. The position is available in September.

**Major Responsibilities:** report to the Director; advise and guide mature women students in overcoming barriers to academic achievement; assess students' needs and develop programs where possible; allocate bursaries; develop, design and oversee production of publications in support of the Foundation's programs; formulate Foundation policy and procedures as a voting member of the Ban Righ Foundation Board.

**Requirements:** university degree (or an equivalent combination of education and experience); knowledge, interest and curiosity with respect to a broad range of issues and how they relate to women's lives; experience working with women in a personal support and crisis intervention capacity; interest in and sensitivity to the systemic barriers women face in accessing higher education; working knowledge of university policies, programs, procedures and resources, community resources and social policy; knowledge of the principles of adult education; university qualification in teaching, counselling or related professional field (or equivalent) an asset; excellent human relations, verbal and written communication skills; appreciation of and ability to maintain confidential information; ability to work with minimal direction and supervision; excellent initiative and organizational and problem-solving skills; computer proficiency; willingness to work occasional evenings and weekends.

**Minimum Hiring Salary:** \$38,200 (effective July 1, 2000) Salary Grade 7 - HSS7 (Salary will be adjusted to reflect actual time worked.)

## Employee Development

For details or to register, call Human Resources at 32070.

### Mastering Change

Thursday, May 11, 9 am - noon

Is constant change getting you down? Are you faced with changes in your professional or personal life that are beyond your control? Change is a fact of life. You can't make it go away; but, you can develop the skills you need to survive and thrive in our changing world. As a participant in this program, you will have the opportunity to: look at the stages of change, learn the physical and psychological effects of change, discover some strategies for dealing with the changes in your life, learn how to see new opportunities in changing situations. Facilitator: Wendy Rayner, Human Resources

### Lunch and Learn Series: Heart Health

Ischemic heart disease is the number one killer of adults in Canada. Certain modifiable lifestyle choices have been linked to heart disease. Come to these two interactive sessions and learn how the heart works, the impact of lifestyle choices on the heart and how you can change your habits to lower your risk of heart disease.

**Session 1 - May 17.** Heart Health - What is it? Are you at risk for heart disease?

**Session 2 - May 24.** How can you reduce your risk for heart disease?

Presenter: Jody Sorel, Public Health Nurse, KFLA Health Unit, 12:05 - 12:55 pm.

## Other Positions

### Assistant to the Executive Director Center for Automotive Materials and Manufacturing

This is a term appointment until Dec. 31, 2001 working 100% time.

CAMM is a cooperative research and education centre enhancing the competitiveness of the automotive sector in Ontario.

**Major Responsibilities:** Reporting to the Executive Director; coordination, planning, information management, and communication for research contracts, workshops, and seminars; monitor on-going projects to ensure all aspects are implemented; provide guidance, support and advice to staff; provide administrative support to the Executive Director; collect, format and disseminate information about the Centre; administer university accounts, prepare complex budget proposals, and monitor account activity.

**Requirements:** University degree in business or engineering with 2-5 years job-related experience (the equivalent combination of education and experience will be considered). Knowledge of university procedures, policies, and regulations and how they impact on the functioning of the centre would be an asset; excellent oral and written communication skills; must be highly motivated with the ability to work independently and with a team; excellent leadership and problem-solving skills; strong organizational and analytical skills; working knowledge of Microsoft Office.

Please submit resume and the names of three references to:

Dr. Floyd Tuler, Executive Director  
Centre for Automotive Materials and Manufacturing, 945 Princess St. Kingston, ON K7L 5L9. Telephone: 613 547-6459. Facsimile: 613 547-8125.  
Email: camm@post.queensu.ca

### Programmer/Web Maintainer Department of Computing and Information Science

The Department of Computing and Information Science is offering a half-time job, from July 1 until Dec. 31, 2000. We are looking for someone who is familiar with creating html files and world-wide-web publishing. In addition, programming skills, preferably in Java, are required. The job consists of preparing web material for first year computing courses. Work hours are flexible. For more information, please contact Henk Meijer by phone (613-533-6057) or email ([henk@cs.queensu.ca](mailto:henk@cs.queensu.ca)) before May 7. The annual hiring salary will be \$33,254 and will be adjusted to reflect actual time worked.

### Director, Institutional Research and Planning Office of the Vice Principal (Academic)

Reporting to the Vice-Principal (Academic), the Director of Institutional

Research and Planning will serve as a key member of the senior management team. Primary responsibilities of the Director include the leadership of an office that provides the research and planning analysis that supports the direction-setting of the university. Working closely with the Principal, Vice-Principals, Deans, and other senior administrators, the Director will play a key role in the development and planning of strategic directions for the institution as a whole.

The successful candidate will have had substantial experience in research and planning, and will have demonstrated the ability to write effective policy and planning proposals. Among the key requirements for this position are tactical thinking, planning, and advanced analytical skills to generate and oversee production and interpretation of sophisticated analyses and reports to support senior administration in its planning process.

Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates including women, Aboriginal peoples, people with disabilities and racial minorities.

Applications for the position will begin to be considered on May 15, 2000. Written applications, accompanied by a resume of qualifications and experience should be sent to Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1. Phone: (905) 570-8882. Fax: (905) 570-8693.

## Obituaries

The following Queen's employees have recently passed away:

**Garnet Goldfinch** (March 11, 2000)  
Member of Queen's community since March 29, 1973

**Barbara Keyser** (March 13, 2000)  
Member of Queen's community since July 1, 1995

**James A. Bennett** (March 13, 2000)  
Member of Queen's community since Sept. 1, 1960

**Francisco Abreu** (March 13, 2000)  
Member of Queen's community since Sept. 18, 1967

**Jack Harvey** (March 24, 2000)  
Member of Queen's community since Feb. 18, 1974

**Vera Janzen** (March 31, 2000)  
Member of Queen's community since Oct. 7, 1974

## Watch for jobs during the summer!

Once again, the Department of Human Resources will be publishing electronic job postings throughout the summer months to complement the *Gazette* schedule. Deadlines for advertising job vacancies are the same as always - Monday of the week prior to publication. All Queen's staff will receive an email, with an appropriate link, directing them to current advertisements. In addition to *Gazette* publications, the Human Resources website (<http://www.hr.queensu.ca>) will publish vacancies on the following dates (copy deadlines in brackets):

**May 29** (May 22)

**June 26** (June 19)

**July 31** (July 24)

**Aug. 28** (Aug. 21)

Please check with the *Queen's Gazette* and *Queen's Today* (<http://advancement.queensu.ca/html/qttoday.htm>) for the *Gazette* summer schedule. Job postings will also be available in hard copy on the bulletin board at Human Resources in Richardson Hall.

Please call Pat Eaton (74176) or Patti Evaristo (74183) if you experience any difficulties.

# Bulletin Board

## Appointments

### Ronald Lees appointed Acting Head, Department of Community Health and Epidemiology

Principal William C. Leggett is pleased to announce that Ronald E.M. Lees has been appointed Acting Head of the Department of Community Health and Epidemiology commencing July 1, 2000.

Dr. Lees was recruited to Queen's from the Rockefeller Foundation in 1969 to a joint appointment in the Department of Community Health and Epidemiology and the Family Care Unit. In 1975, the latter was formalized as the Department of Family Medicine. Throughout his career, Dr. Lees obtained qualifications in public health, occupational medicine, community medicine and family medicine. He has practiced family medicine and served as a consultant in occupational illnesses and, from 1978 to 1994, he served as Director of the Occupational Health Centre at Queen's. Dr. Lees has made important research contributions to both his departments, chiefly in the areas of occupational and international health and he has been an active educator at both the undergraduate and postgraduate levels.

In making this announcement, Principal Leggett wishes to express his appreciation to Joseph L. Pater for the leadership he has provided during his three terms as Head of the Department of Community Health and Epidemiology.

## Awards and Grants

### The Ban Righ Foundation annual awards ceremony

Sylvia Söderland of the English department and former art department head delivers the keynote address at this year's Ban Righ Foundation for Continuing University Education Awards Ceremony on May 11. Agnes Etherington Art Centre Atrium, 2 to 3 pm. Light refreshments follow at the Ban Righ Centre, 32 Queen's Cres. Twelve students will be honoured. The ceremony also features the presentation of an award-winning painting by the Organization of Kingston Women Artists, donated to the

Ban Righ Centre by artist Terry Winik. RSVP to Karen Knight at 533-2976, email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca)

## Conferences

### Crossing Borders: From Marginal Positions to Oppositional Imaginations

The 5th Annual Great Lakes Graduate Conference in Political Economy takes place in Dunning Hall Friday May 5 to Sunday, May 7. The conference is free and open to the public. Please see <http://qsilver.queensu.ca/~glpec> for more information.

## Notices

### PhD examinations

Members of the regular staff at the university may attend Ph.D. oral thesis examinations.

### Friday, May 5

**Bohdan Tomiuk**, Electrical and Computer Engineering. Effects of Imperfect Maximal Ratio Combining on Digital Communications. Supervisor: N.C. Beaulieu. 302 Walter Light Hall, 2 pm.

### Tuesday, May 9

**Jan Looman**, Psychology. Sexual arousal in rapists and child molesters. Supervisor: W.L. Marshall. 228 Humphrey Hall, 10 am.

### Friday, May 12

**Renée Lapointe**, Microbiology and Immunology. Identification, Characterization and Cross-Species Specificity of the Baculovirus *Choristoneura fumiferana* Multicapsid Nucleopolyhedrovirus (CMNPV) P 47 Gene Product. Supervisor: E.B. Carstens. 816 Botterell Hall, 9 am.

### Queen's Golden Gaels Sports Camps

#### Sports Camp

For boys and girls 8 - 13 yrs. Sessions: July 4 - 14, July 17 - 28, July 31 - Aug. 11

#### Basketball Camp

9 - 12 yrs., Aug. 21 - 25  
13 - 17 yrs., Aug. 28 - Sept. 1

### Fencing Camp

Beginner, 9 - 12 yrs., July 10 - 14 (half days)  
Advanced, 12 - 14 yrs., July 17 - 21  
Teens, 14 yrs. & up, July 24 - 28

### In-Line Hockey Camp

10 - 14 yrs., Aug. 14 - 18

### Rowing Camp

10 - 14 yrs., July 31 - Aug. 4

### Volleyball Camp

Junior, 10 - 13 yrs., Aug. 14 - 18  
Intermediate, 13 - 16 yrs., Aug. 14 - 18  
Advanced, 16 yrs. & up, Aug. 14 - 18

### Elite Basketball Camp

For players who have completed OAC, grade 12, or playing university/college  
For men, Aug. 20 - 24  
For women, Aug. 27 - 31

### Elite Football Camp

For players entering Grade 9 - OAC  
Aug. 14 - 18

Details: 533-6000 ext. 74715 or see <http://www.phe.queensu.ca/athletics/iss>

## Surplus Items

### VP Operations & Finance, offers for sale:

- 1 Academy Silver hard drive  
15" Packard Bell monitor  
mouse and keyboard  
Purchased in 1996  
(in good working condition)

- 1 Academy (hard drive only)

**Open bid.** For information or to view, call Maureen at ext. 32211. Submit sealed bids marked "VP OPS. & FINANCE" to Patti George, Purchasing Services by 4 pm, Monday, May 8. Please mark bids "Confidential".

### The School of Rehabilitation Therapy offers for sale:

- Machine Shop Equipment
- 1 Zenith model 2VM-1240 monitor
  - 1 Roland Raven PR-9102 Dot Matrix printer
  - 1 Canon BJ-105X Bubble Jet printer
  - 1 Toshiba Express Writer 301 printer
  - 1 Roland Raven PR-9101 printer
  - 1 IBM model 8513001 colour video monitor
- 386 Micro CPU  
keyboard

- 2 HP Colorpro, 8 Pen, Pen plotter (1 used, 1 slightly used)

**Open bid.** For information or to view, call Bob at ext. 32727. Submit sealed bids marked "Rehabilitation Therapy" to Patti George, Purchasing Services by 1 pm, Monday, May 8. Please mark bids "Confidential".

### The Office of the VP Academic offers for sale:

- 1 Power Mac 6500/225, 32Mb/3 Gb/L2, 603 CPU, memory upgraded to 64MB, Mac OS 8.1, ethernet card, 17 inch monitor, keyboard and mouse. (Purchased in 1997)
- 1 Power Mac 6200, 64Mb (upgraded)/1Gb/603 CPU, 75Mhz, Mac OS 7.5.3 Ethernet card, 15 monitor, keyboard and mouse. (Purchased in 1996)
- 1 Power Mac 7100, 64Mb (upgraded)/new Quatum 3.2Gb SCSI Drive, 80Mhz, Mac OS 8.5.1, Ethernet card, 17 inch monitor, keyboard, and mouse. (Purchased in 1995)
- 1 Power Mac G3 233/64Mb/4Gb, Mac OS 8.6, Ethernet card, 17 inch monitor, keyboard and mouse. (Purchased in 1998)

**Open bid.** For information or to view, call Ann at ext. 77881. Submit sealed bids marked "VP ACADEMIC" to Patti George, Purchasing Services by 4 pm, Friday May 5. Please mark bids "Confidential".

**Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s).**

**Queen's University reserves the right to reject any or all of the bids. Only successful bidders will be notified.**

## Volunteers Needed

### Do you have asthma?

The Division of Respirology at Queen's is looking for people with asthma (16 to 65 years old), to participate in a research study. One visit is required to Kingston General Hospital for routine breathing tests and an assessment of perception of asthma symp-

oms. Please contact Sonja, 548-3232, ext. 4890, or email [mcauleys@hotmail.com](mailto:mcauleys@hotmail.com).

### New Study: Pregnancy and Work

Do you work at Queen's or in one of the Kingston hospitals? The Clinical Mechanics Group at Queen's University is looking for volunteers to participate in a study on back pain in working pregnant women (you don't have to have back pain to participate). You will be asked to attend two sessions involving filling out a questionnaire and having front and side photographs taken. Each session will last about an hour. You may also be invited later to participate in biomechanical tests. Contact Judy Tse, Clinical Mechanics Group, Queen's University at 548-2356 or email [pregnancyandwork@hotmail.com](mailto:pregnancyandwork@hotmail.com) for details.

### Post-menopausal women and exercise

Post-menopausal women (50 to 65 years old) needed to participate in a research study on attitudes and feelings toward exercise, conducted by the School of Physical and Health Education, at Queen's University. Volunteers will be asked to respond to four brief questionnaires by mail. Time commitment is about 30 minutes. For details or to volunteer, contact Taryn Ready at (613) 533-6000 ext. 75102, or email: [taready@hotmail.com](mailto:taready@hotmail.com).

### Post-menopausal women

Post-menopausal women (45 to 65 years old) are needed to participate in a research study conducted by the School of Physical and Health Education, at Queen's University, on the benefits of physical activity. We are looking for women who are non-smokers, not on hormone replacement therapy, and who exercise less than two hours a week. The maximum time commitment consists of four fitness assessments over a six-month period, each two hours in duration; and participation in a 12-week walking program. The walking program is done independently. Not all subjects will participate in each component, therefore, the time commitment may be as little as four fitness assessments. Tracey O'Sullivan, 533-6000 ext. 75102, email: [tracey.osullivan@sympatico.ca](mailto:tracey.osullivan@sympatico.ca).

# Calendar

## Art

**The Agnes Etherington Art Centre**, University Avenue.

Have You Seen Agnes...? House.

**Ongoing.** Micah Lexier: A Portrait and a Self-portrait, Samuel J. Zacks Gallery and Atrium, **to June 11.** Building Blocks: An Exhibition of Canadian Art, Historical Feature Gallery, **to Sept. 17.** Landscapes/Escapes, R. Fraser Elliott Gallery, **to Sept. 17.** The Object of Art, European Gallery, **to Jan. 20, 2002.** The Human Figure: A selection from the Justin and Elisabeth Lang Collection of African Art, African Gallery, **to March 11, 2001.** Canadian Made, Frances K. Smith Gallery, **to March 11, 2001.** **Upcoming Exhibit:** BFA on View 2000, Contemporary Feature Gallery, **May 6 - June 18.**

**Union Gallery**, First floor, Stauffer Library. Beyond Destination. Various artists.

**To May 16.** Upcoming exhibit: From the Medieval Convent to Martha Stewart: Concepts of Interior Life. Melissa Day. May 20 - June 27. Opening reception, Saturday, May 20, 6 - 8 pm. Artist talk, Tuesday, May 23, 1 pm.

## Public Lectures

**Tuesday, May 2**

**Potions, Pills & Prescriptions: Remedies in 1900.** Gerry Marks, Queen's, Drugs

in Osler's Bag. Bill Racz, Queen's, The Druggist in 1900. Ivan Zarenda, retired pharmacist, The Industry in 1900. Patricia Peppin, Queen's, Law & Order. B139 Botterell Hall, 7 pm. Exhibit viewing and reception to follow at the Museum of Health Care for Eastern Ontario, Ann Baillie Building, Kingston General Hospital.

**Tuesday, May 9**

### The Nathan Kaufman Lectureship and Visiting Speaker Trust Fund and Pathology

Erol C. Friedberg, University of Texas Southwestern Medical School at Dallas. Defective Nucleotide Excision, Repair And Cancer: From Man to Yeast to Mice. Etherington Auditorium, 4 pm. Reception to follow lecture at the University Club.

## Meetings & Colloquia

**Wednesday, May 3**

### Biochemistry

Eeva Leinala, Queen's. The 'art' of spruce budworm antifreeze protein crystallization. B139 Botterell Hall, 2:30 pm.

**Monday, May 15**

### Biochemistry

Roland Schauer, Universität Viel, Biochem. Inst. Olshausenstr., Germany. Biochemistry, Functions and Pathophysiology of Sialic Acids", B143 Botterell Hall, 2:30 pm.

## Other

**Friday, May 19**

### Friday Book Group

The Love of a Good Woman by Alice Munro. For location, call Ella at ext. 77357 or email [rusak@geol.queensu.ca](mailto:rusak@geol.queensu.ca). 7 pm. All welcome

## Special Events

**Saturday, May 6**

### Canadian National Concrete Canoe Championships

Queen's Concrete Canoe Team competes in the National Concrete Canoe Championships in Kingston May 5 and 6. Races take place May 6 at the Kingston Rowing Club (Emily Martin Park), 10 am to 5 pm. Spectators welcome. Teams from Ontario, Quebec and the Maritimes will vie to be declared Canadian Champions and advance to the North American finals to be held this year in Golden, Colorado.

**Sunday, May 7**

**Agnes Etherington Art Centre reopening Celebrate Art** - A public ceremony takes place at noon in front of the Art Centre, University Avenue at Queen's Crescent on the Queen's University campus. From 1 to 5 pm there will be activities for the entire family, including demonstrations in the new André Bièler Studio, fun activities for children and refreshments.

**Thursday, May 11**

### Ban Righ Foundation annual award ceremony

Agnes Etherington Art Centre Atrium, 2 pm. Light refreshments follow at the Ban Righ Centre, 32 Queen's Cres. RSVP to Karen Knight at 533-2976 or email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca).

**Wednesday, May 17**

### Continuing Medical Education

**Infertility: Is the Future Here?** Contemporary Assessment and Management: How to Get the Best for Your Patient! Target Audience: Physicians interested in this area of medicine. Biosciences Complex. Registration: noon, program follows at 1 pm. Contact: 533-2540; fax: 533-6642, email [cmemed@post.queensu.ca](mailto:cmemed@post.queensu.ca) or visit the website at <http://meds.queensu.ca/ce/infertility.html>.

### Continuing Medical Education

**Public Forum on "Exciting Advances in Assisted Reproduction: How did we get here? Where are we going?"** Target Audience: General public interested in this subject area. Biosciences Complex, 7 pm. Contact: 533-2540; fax: 533-6642, email [cmemed@post.queensu.ca](mailto:cmemed@post.queensu.ca) or visit the website at <http://meds.queensu.ca/ce/publicforum.html>.

## Courses & Workshops

**Ban Righ Centre**, (32 Queen's Cres.)  
**May 18, noon. Brown Bag Lunch**  
Julienne Patterson. Artists talk. Art on

display in the lounge May 1 - May 30, 2000. All welcome.

### French conversation courses

Starting the second week of May, the French Centre (195 University Ave.) is offering French conversational courses running twice a week, for nine weeks, \$145. Beginner (Mon/Wed 12-1) Intermediate (Tues and Thurs 12-1) Advanced (Mon and Wed 7-8). Call 533-2534.

### 2000 Industrial Relations Centre Seminars

**May 7 -12:** Spring Industrial Relations Seminar

**May 28 - June 1:** The Mediation Process

**June 4 - 9:** Change Management: Mastering the Process

**June 18 - 23:** Strategic Human Resource Leadership

Fees greatly reduced for Queen's faculty and staff. Details: Elaine Clark, 533-6628, email [ircentre@post.queensu.ca](mailto:ircentre@post.queensu.ca). Brochures: <http://qsilver.queensu.ca/irl/qsircl/>.

### ITS Computing Workshops

These non-credit, hands-on workshops are open to Queen's faculty, staff and students:

Corporate Time Quick Start, April 20, 9:30-10:30 am

Corporate Time, May 3, 9:30 am-noon

**Registration required. Register online at:** <http://noteswww.queensu.ca/ITS/cscourse3.nsf>